



Marine Light Attack Helicopter Squadron 367 **Equal Opportunity, Hazing, Sexual Harassment and** **Sexual Assault Policy**

Scarface must be ready and able to accomplish any assigned mission at any time!

HMLA-367 is a team made up of a diverse group of Marines and Sailors. **Every individual brings something different to the unit**, something unique learned from upbringing, background, experiences and outlook on life. True diversity, the infinite variations of opinions and perspectives held by each member of Scarface, is a force multiplier. We will utilize these differences to grow and learn from one another, thus improving our ability to function together and succeed.

There is no room within the Scarface team for discrimination, harassment or demeaning behavior. I demand that every member of Scarface treat one another with respect and dignity no matter the circumstance, and put a stop to behavior that denigrates or demeans a fellow Marine. There is no quicker way to erode trust and jeopardize our success than to tolerate unacceptable behavior and we must aggressively seek out and eliminate behavior that does not align with our Corps Values of Honor, Courage and Commitment.

Sexual assault in any form is a crime. **It is a crime of the lowest form perpetrated by those who do not deserve to hold the title 'Marine'.** It will destroy our mission readiness, poison our unit, tear our team apart and it will not be tolerated. I will take every action necessary to eliminate it from our presence, and I will take every step possible to ensure that anyone who commits this dishonorable and cowardly crime is held accountable by every means available.

Additionally, any member of Scarface that takes **reprisal actions** against an individual making a complaint will be held accountable under the Uniform Code of Military Justice. Likewise, anyone intentionally making a **false complaint** will be subject to adverse administrative or disciplinary action.

Leaders at all levels are responsible to ensure that every Marine has the **opportunity** to succeed. We will create a healthy and professional environment that facilitates each Marine's ability to contribute to the success of Team Scarface, thereby allowing each Marine to achieve personal success in the process. **Don't be a bystander** – Marines act when they recognize a problem.

Alcohol is the leading contributor to sexual assault. Consuming alcohol is not an exemption from responsibility for actions. Harmful behavior while intoxicated is no less harmful once sober, and poor decisions while drunk may not be blamed on others due to embarrassment or regret after the fact. **Decisions have consequences; the most effective prevention step we can take is deciding to consume alcohol responsibly.**

M. G. HUMPHREY
Commanding Officer